



Julian Evans

Julian, an acknowledged recruitment industry training expert in both the UK and Europe, recently joined the award winning team at Lander Associates. With over 20 years experience and an award winning Head of Learning and Development at Badenoch & Clark, he is currently completing his masters in management learning and leadership and writing a book on successful recruitment consultancy, due for publication in 2011.

With extensive experience in both the UK and Europe, Julian has won the 1st Prize for Training in the Sunday Time Top UK 100 Companies, and also at the Recruiter Awards. He set up the training function at Badenoch & Clark from scratch in 1980, building up a training team there and a training ethic that pervaded the whole company, being responsible eventually for overseeing the training of nearly a 1000 people in 10 countries across the group.

He is a fervent believer in encouraging people's own self development, and has presented at conferences on "Managing Generation Y", where his robust and well thought out views reflect years of observing a range of management techniques. He practices what he preaches; if a roleplay will help demonstrate a skill or behaviour then he will lead the way and show how it can be done. The feedback he provides for future development is incisive, to the point and balanced. He is passionate about attendees on his programmes being able to improve and develop themselves; their learning is what drives him.

Range of training expertise includes:

- ★ Advanced sales techniques
- ★ Managing Generation Y
- ★ Building successful senior level relationships
- ★ Competency based interviewing
- ★ Performance management appraisals
- ★ Headhunting
- ★ Devising business simulations
- ★ Presentation and communication skills
- ★ Effective first line management
- ★ Leadership types
- ★ Building Informal learning capability outside the classroom
- ★ Effective self development
- ★ Creating programmes that maximize return whilst minimizing cost